2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL ENDOWMENT FOR THE ARTS

AGENCY RESULTS

Over 687,000 Federal Employees' Opinions

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my	N		14	31	12	17	2	76	NA
organization.	%	58.1	18.1	40.0	16.8	22.1	3.0	100.0	
I have enough information to do my job well.	N		18	43	8	4	2	75	NA
2. Thave enough information to do my job well.	%	82.0	24.0	58.0	10.3	5.5	2.2	100.0	
3. I feel encouraged to come up with new and better ways of doing	N		23	27	12	14	0	76	NA
things.	%	65.3	28.4	36.9	16.7	17.9	0.0	100.0	
*4 Managed aires as a facility of paragraph accounting property	N		28	33	8	5	2	76	NA
*4. My work gives me a feeling of personal accomplishment.	%	78.9	36.2	42.7	11.4	7.5	2.3	100.0	
*5. I like the kind of work I do.	N		33	29	5	6	1	74	NA
5. Tilke the kind of work I do.	%	82.8	43.6	39.2	7.5	8.0	1.7	100.0	
I know what is expected of me on the job.	N		25	38	7	4	1	75	NA
b. I know what is expected of me on the job.	%	83.9	32.2	51.7	9.3	5.4	1.4	100.0	
7. When needed I am willing to put in the extra effort to get a job	N		56	19	0	1	0	76	NA
done.	%	98.4	74.5	23.8	0.0	1.6	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		41	27	7	0	0	75	NA
	%	90.3	55.5	34.8	9.7	0.0	0.0	100.0	
9. I have sufficient resources (for example, people, materials,	N		7	34	12	17	6	76	0
budget) to get my job done.	%	54.5	8.5	46.0	14.8	22.7	8.0	100.0	
	N		7	34	16	10	7	74	0
*10. My workload is reasonable.	%	54.5	9.4	45.1	21.5	14.4	9.6	100.0	
	N		18	27	9	14	7	75	0
*11. My talents are used well in the workplace.	%	58.0	24.4	33.5	12.6	19.4	10.0	100.0	
	N		32	36	5	2	0	75	0
*12. I know how my work relates to the agency's goals and priorities.	%	90.5	42.9	47.5	7.1	2.5	0.0	100.0	
	N		39	27	8	1	0	75	0
*13. The work I do is important.	%	87.9	52.0	35.9	11.2	0.9	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature,	N		1	20	17	19	19	76	0
lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	28.0	1.3	26.7	22.4	25.3	24.2	100.0	
+45 Management and the first of	N		27	31	5	8	4	75	0
*15. My performance appraisal is a fair reflection of my performance.	%	77.6	36.2	41.4	7.0	9.7	5.8	100.0	
	N		27	38	5	4	0	74	0
16. I am held accountable for achieving results.	%	87.6	36.5	51.1	6.8	5.6	0.0	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 76

Number of surveys administered: 122

^{*} AES prescribed items

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

20. The people I work with cooperate to get the job done.			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total	Do Not Know/ No Basis to Judge
**************************************	17. I can disclose a suspected violation of any law, rule or regulation	N		17	26	17	3	6	69	7
**18. My training needs are assessed. **19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). **20. The people I work with cooperate to get the job done. **5. My work unit is able to recruit people with the right skills. **8. My work unit is able to recruit people with the right skills. **8. My work unit is able to recruit people with the right skills. **8. My work unit is able to recruit people with the right skills. **8. My my work unit is able to recruit people with the right skills. **8. My my work unit is able to recruit people with the right skills. **8. My	without fear of reprisal.	%	61.4	23.8	37.6	25.8	3.9	8.8	100.0	
**************************************	*19. My training people are accessed			9	21	21	16	8	75	1
to do to be rated at different performance levels (for example, Fully Successful, Outstanding). **P1.** Now provided the provided in the past year.** **P2.** The people I work with cooperate to get the job done.** **N*** 90.2** 51.7** **N*** 90.2** 51.7** **38.5** 4.0** **12.** 34** 14** **9*** 4.0** **73** **18.9** 12.8** **6.8** **100.0** **19.9** **19.9** **10.0** *	, ,	%	41.9	11.4	30.4	27.2	20.2	10.7	100.0	
Fully Successful, Outstanding): **20. The people I work with cooperate to get the job done. **21. My work unit is able to recruit people with the right skills. **N **12 **34 **14 **9 **4 **73 **73 **22. Promotions in my work unit are based on merit. **N **N **15.8 **48.7 **18.9 **12.8 **34 **14 **9 **4 **73 **100.0 **22. Promotions in my work unit are based on merit. **N **48.8 **18.8 **30.0 **18.8 **15.8 **16.6 **100.0 **23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **N **31 **20 **15 **16 **12 **66 **61 **100.0 **24. In my work unit, differences in performance are recognized in a meaningful way. **30.6 **10.0 **25. Awards in my work unit depend on how well employees perform their jobs. **30.6 **10.0 **26. Employees in my work unit dapend on how well employees perform. **N **13 **30 **36 **7 **30 **07 **67.3 **40.4 **47.0 **87.3 **40.4 **47.0 **87.3 **40.4 **47.0 **87.3 **40.4 **40.6 **40.3 **100.0 **100.0 **27. The skill level in my work unit has improved in the past year. **N **18 **87.3 **40.4 **47.0 **40.4 **40.0 **50.0 **40.0 **50.0		N		24	28	12	8	4	76	0
**20. The people I work with cooperate to get the job done. **30. The people I work with cooperate to get the job done. **31. My work unit is able to recruit people with the right skills. **N **12 **12 **34 **14 **9 **4 **73 **18.99 **12.8 **6.8 **8 **100.0 **22. Promotions in my work unit are based on merit. **N **48.8 **18.8 **30.0 **18.8 **15.8 **15.8 **16.6 **100.0 **23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **N **32.9 **39 **29.0 **23.7 **23.9 **19.9 **29.0 **24.1 **19 **19 **19 **19 **100.0 **24. In my work unit, differences in performance are recognized in a meaningful way. **25. Awards in my work unit depend on how well employees perform **N **10.0 **26. Employees in my work unit share job knowledge with each other. **N **10.0 **27. The skill level in my work unit share job knowledge with each other. **N **10.0 **10.0 **28. How would you rate the overall quality of work done by your work **W **10.0 **10.0 **29. Strongly **N **10.0 *		%	68.1	31.5	36.6	15.6	10.6	5.7	100.0	
21. My work unit is able to recruit people with the right skills. **N **0.12* **1. My work unit is able to recruit people with the right skills. **N** **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.10* **0.15* **0.15* **0.15* **0.10* **0.15* *	too The grands have don't be appropriate to get the fight done	N		39	29	3	5	0	76	NA
**21. My work unit is able to recruit people with the right skills.	20. The people I work with cooperate to get the job done.	%	90.2	51.7	38.5	4.0	5.8	0.0	100.0	
*22. Promotions in my work unit are based on merit. N 13 22 12 10 11 68 *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *24. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *24. In my work unit, idfreences in performance are recognized in a meaningful way. *25. Awards in my work unit depend on how well employees perform N 12 24 14 14 15 69 69 *26. Employees in my work unit share job knowledge with each other. *26. Employees in my work unit share job knowledge with each other. *27. The skill level in my work unit has improved in the past year. *28. How would you rate the overall quality of work done by your work N 16 25 26 20 0 0 0 0 *29. The workforce has the job-relevant knowledge and skills *29. The workforce has the job-relevant knowledge and skills *29. The workforce has the job-relevant knowledge and skills *20. 118. 8 15.8 16.6 100.0 *100.0 11 68 100.0 *20. 12. 12. 12. 13. 15. 16. 16 12 66 66 *20. 23. 7 23.9 19.5 100.0 *20. 25. Awards in my work unit depend on how well employees perform N 12 24 14 14 5 69 *48.8 16.1 32.8 21.9 21.5 7.8 100.0 *48.8 16.1 32.8 21.9 21.5 7.8 100.0 *49. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 100.0 *40. 48.8 16.1 32.8 21.9 21.5 7.8 10	*04. My work unit is able to recruit people with the right skills	N		12	34	14	9	4	73	3
*22. Promotions in my work unit are based on merit. **30. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **24. In my work unit, differences in performance are recognized in a meaningful way. **25. Awards in my work unit depend on how well employees perform their jobs. **26. Employees in my work unit share job knowledge with each other. **27. The skill level in my work unit has improved in the past year. **28. How would you rate the overall quality of work done by your work unit? **29. The workforce has the job-relevant knowledge and skills **Notation* **48.8 **18.8 **30.0 **18.8 **18.8 **30.0 **18.8 **18.8 **30.0 **18.8 **18.8 **30.0 **18.8 **18.8 **30.0 **18.8 **18.8 **30.0 **18.8 **18.8 **30.0 **20. **15. **16.6 **10.0 **23. The skill devel in my work unit differences in performance are recognized in a meaningful way. **Notation*	21. My work unit is able to recruit people with the right skills.	%	61.5	15.8	45.7	18.9	12.8	6.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *24. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *25. Awards in my work unit, differences in performance are recognized in a meaningful way. *26. Employees in my work unit depend on how well employees perform their jobs. *27. The skill level in my work unit has improved in the past year. *28. How would you rate the overall quality of work done by your work work unit? *29. The workforce has the job-relevant knowledge and skills **N** **10.0**	*00 Promotions in my work unit are based as marit	N		13	22	12	10	11	68	8
Cannot or will not improve. % 32.9 3.9 29.0 23.7 23.9 19.5 100.0	22. Promotions in my work unit are based on ment.	%	48.8	18.8	30.0	18.8	15.8	16.6	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way. *25. Awards in my work unit depend on how well employees perform their jobs. *26. Employees in my work unit share job knowledge with each other. *27. The skill level in my work unit has improved in the past year. *28. How would you rate the overall quality of work done by your work unit? *28. How would you rate the overall quality of work done by your work months. *29. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *21. The skill level in my work unit has improved in the past year. *29. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *21. The skill level in my work unit has improved in the past year. *29. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *21. The skill level in my work unit has improved in the past year. *29. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *20. The workforce has the job-relevant knowledge and skills *21. The skill level in my work unit depend on how well employees perform now work unit depend on how well employees perform now work unit depend on how well employees perform now has a size of the s		N		3	20	15	16	12	66	10
Meaningful way. % 30.6 10.0 20.6 29.3 26.5 13.7 100.0		%	32.9	3.9	29.0	23.7	23.9	19.5	100.0	
25. Awards in my work unit depend on how well employees perform their jobs. N	*24. In my work unit, differences in performance are recognized in a	N		7	14	19	19	9	68	8
their jobs.	meaningful way.	%	30.6	10.0	20.6	29.3	26.5	13.7	100.0	
26. Employees in my work unit share job knowledge with each other. N 87.3 40.4 47.0 8.4 43.3 0.0 100.0 27. The skill level in my work unit has improved in the past year. N 58.6 25.2 33.5 34.0 6.4 1.0 100.0 28. How would you rate the overall quality of work done by your work unit? N 100.0 1	25. Awards in my work unit depend on how well employees perform	N		12	24	14	14	5	69	6
26. Employees in my work unit share job knowledge with each other. War San Sa	their jobs.	%	48.8	16.1	32.8	21.9	21.5	7.8	100.0	
27. The skill level in my work unit has improved in the past year. N	26. Employees in my work unit share ish knowledge with each other	N		30	36	7	3	0	76	0
27. The skill level in my work unit has improved in the past year. Percent Positive Percent Positive Percent Positive Percent Unit? Percent Positive Percent Positive Percent Positive Percent Unit? Percent Unit? Percent Unit? Percent Unit? Percent Positive Percent Unit? Percent Positive	26. Employees in my work unit share job knowledge with each other.	%	87.3	40.4	47.0	8.4	4.3	0.0	100.0	
Percent Positive Very Good Good Fair Poor Very Poor Item Response Total Jerus	O7. The abilities of in many world world have improved in the most year	N		18	24	24	4	1	71	5
Percent Positive Very Good Good Fair Poor Very Poor Total J 28. How would you rate the overall quality of work done by your work N 100.0 73.5 26.5 0.0 0 0 0 0 76 100.0 Percent Strongly Agree Nor Disagree Disagree Disagree Disagree Total** *29. The workforce has the job-relevant knowledge and skills N 17 44 9 3 1 74	27. The skill level in my work unit has improved in the past year.	%	58.6	25.2	33.5	34.0	6.4	1.0	100.0	
unit? % 100.0 73.5 26.5 0.0 0.0 0.0 100.0 Percent Positive Strongly Agree Agree nor Positive No Item Agree nor Agree Disagree Disagree Disagree Disagree Disagree Disagree Disagree Total** J *29. The workforce has the job-relevant knowledge and skills N 17 44 9 3 1 74				Very Good	Good	Fair	Poor	Very Poor	Response	Do Not Know/ No Basis to Judge
Percent Positive Agree Agree Disagree Disagree Disagree Disagree Disagree Total** *29. The workforce has the job-relevant knowledge and skills N 17 44 9 3 1 74	28. How would you rate the overall quality of work done by your work	N		56	20	0	0	0	76	NA
Percent Positive Agree Agree Disagree D	unit?	%	100.0	73.5	26.5	0.0	0.0	0.0	100.0	
				• • •	Agree	Agree nor	Disagree	• • •	Response	Do Not Know/ No Basis to Judge
necessary to accomplish organizational goals. % 81.7 24.1 57.5 13.7 3.7 0.9 100.0	*29. The workforce has the job-relevant knowledge and skills	N		17	44	9	3	1	74	0
	necessary to accomplish organizational goals.	%	81.7	24.1	57.5	13.7	3.7	0.9	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 76

Number of surveys administered: 122

^{*} AES prescribed items

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect	N		7	25	13	21	5	71	3
to work processes.	%	43.9	10.1	33.8	19.0	29.0	8.1	100.0	
31. Employees are recognized for providing high quality products and	N		8	30	15	13	5	71	3
services.	%	52.5	11.2	41.3	21.2	18.6	7.7	100.0	
*20. Oraști ili card imperation are remarded	N		9	28	11	15	4	67	5
*32. Creativity and innovation are rewarded.	%	55.2	13.4	41.7	15.5	22.3	7.0	100.0	
*00. Davida da d	N		3	10	19	20	16	68	6
*33. Pay raises depend on how well employees perform their jobs.	%	18.7	3.8	15.0	27.6	29.0	24.6	100.0	
34. Policies and programs promote diversity in the workplace (for	N		9	23	18	7	5	62	12
example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	%	49.7	13.7	36.0	28.8	11.7	9.8	100.0	
 Employees are protected from health and safety hazards on the job. 	N		4	29	22	14	5	74	0
	%	43.6	5.4	38.2	30.6	18.8	7.0	100.0	
36. My organization has prepared employees for potential security threats.	N		7	45	11	6	2	71	0
	%	72.8	9.9	62.9	16.0	8.7	2.4	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan	N		13	24	9	10	6	62	12
political purposes are not tolerated.	%	57.2	18.7	38.5	16.1	16.7	10.0	100.0	
38. Prohibited Personnel Practices (for example, illegally	N		14	30	9	2	1	56	17
discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	76.9	23.4	53.5	16.6	4.1	2.4	100.0	
	N		27	37	7	2	0	73	1
39. My agency is successful at accomplishing its mission.	%	86.1	37.3	48.9	10.3	3.5	0.0	100.0	
	N		20	34	10	8	2	74	NA
40. I recommend my organization as a good place to work.	%	71.3	25.9	45.4	14.3	11.1	3.4	100.0	
41. I believe the results of this survey will be used to make my agency	N		9	15	18	12	8	62	12
a better place to work.	%	38.8	14.7	24.1	28.4	19.9	12.9	100.0	
*42. My supervisor supports my need to balance work and other life	N		40	26	6	2	0	74	0
issues.	%	89.1	53.6	35.5	7.9	3.0	0.0	100.0	
43. My supervisor/team leader provides me with opportunities to	N		28	25	13	5	3	74	0
demonstrate my leadership skills.	%	69.9	37.4	32.5	18.3	7.4	4.4	100.0	
*44. Discussions with my supervisor/team leader about my	N		25	22	12	11	4	74	0
performance are worthwhile.	%	64.8	33.6	31.3	16.3	14.0	4.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce	N		24	26	12	1	2	65	9
representative of all segments of society.	%	76.5	36.7	39.9	18.8	1.5	3.2	100.0	
46. My supervisor/team leader provides me with constructive	N		19	30	9	13	3	74	0
suggestions to improve my job performance.	%	67.9	25.7	42.2	11.3	16.7	4.1	100.0	
*47. Supervisors/team leaders in my work unit support employee	N		29	22	12	7	2	72	0
development.	%	70.6	40.5	30.1	16.9	9.8	2.7	100.0	
48. My supervisor/team leader listens to what I have to say.	N		34	25	7	8	0	74	NA
40. My supervisor/team leader listens to what I have to say.	%	79.3	45.6	33.6	10.2	10.5	0.0	100.0	
49. My supervisor/team leader treats me with respect.	N		38	26	7	1	2	74	NA
49. My supervisor/team leader treats the with respect.	%	86.5	51.2	35.4	9.4	1.4	2.7	100.0	
50. In the last six months, my supervisor/team leader has talked with	N		35	30	5	4	0	74	NA
me about my performance.	%	88.3	47.8	40.5	6.3	5.4	0.0	100.0	
*E4. I have trust and confidence in my currenties.	N		31	25	9	5	4	74	NA
*51. I have trust and confidence in my supervisor.	%	76.1	41.5	34.6	11.5	6.6	5.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to
*52. Overall, how good a job do you feel is being done by your	N							TOLAT	Judge
immediate supervisor/team leader?			38	19	10	4	2	73	Judge NA
	%	78.2	38 51.6	19 26.5	10 14.2	4 5.0			
	<u></u> %	78.2 Percent Positive					2	73 100.0 Item Response Total**	
*53. In my organization, leaders generate high levels of motivation and	% N	Percent	51.6 Strongly Agree 7	26.5 Agree	14.2 Neither Agree nor	5.0	2 2.6 Strongly	73 100.0 Item Response Total**	NA Do Not Know/ No Basis to
commitment in the workforce.		Percent	51.6 Strongly Agree 7 9.3	26.5	Neither Agree nor Disagree	5.0 Disagree	2 2.6 Strongly Disagree	73 100.0 Item Response Total**	NA Do Not Know/ No Basis to
commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and	N	Percent Positive	51.6 Strongly Agree 7 9.3 11	26.5 Agree	Neither Agree nor Disagree 19 24.4 15	5.0 Disagree 23	2 2.6 Strongly Disagree	73 100.0 Item Response Total** 73 100.0	NA Do Not Know/ No Basis to
commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity.	N %	Percent Positive	51.6 Strongly Agree 7 9.3 11 13.7	26.5 Agree 15 20.5 30 41.5	Neither Agree nor Disagree 19 24.4 15 21.2	5.0 Disagree 23 31.4	2 2.6 Strongly Disagree 9 14.5	73 100.0 Item Response Total** 73 100.0 72 100.0	NA Do Not Know/ No Basis to Judge
commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of	N % N	Percent Positive	51.6 Strongly Agree 7 9.3 11 13.7 16	26.5 Agree 15 20.5 30	14.2 Neither Agree nor Disagree 19 24.4 15 21.2 12	5.0 Disagree 23 31.4 7	2 2.6 Strongly Disagree 9 14.5 9	73 100.0 Item Response Total** 73 100.0	NA Do Not Know/ No Basis to Judge
commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N % N %	Percent Positive	51.6 Strongly Agree 7 9.3 11 13.7	26.5 Agree 15 20.5 30 41.5 32 44.9	14.2 Neither Agree nor Disagree 19 24.4 15 21.2 12 17.5	5.0 Disagree 23 31.4 7 9.6	2 2.6 Strongly Disagree 9 14.5 9 14.0	73 100.0 Item Response Total** 73 100.0 72 100.0 70 100.0	NA Do Not Know/ No Basis to Judge 1
commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds. *56. Managers communicate the goals and priorities of the	N % N %	Percent Positive 29.8 55.2	51.6 Strongly Agree 7 9.3 11 13.7 16	26.5 Agree 15 20.5 30 41.5 32	14.2 Neither Agree nor Disagree 19 24.4 15 21.2 12	5.0 Disagree 23 31.4 7 9.6 7	2 2.6 Strongly Disagree 9 14.5 9 14.0 3	73 100.0 Item Response Total** 73 100.0 72 100.0 70	NA Do Not Know/ No Basis to Judge 1
commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N % N % N	Percent Positive 29.8 55.2	51.6 Strongly Agree 7 9.3 11 13.7 16 22.2	26.5 Agree 15 20.5 30 41.5 32 44.9	14.2 Neither Agree nor Disagree 19 24.4 15 21.2 12 17.5	5.0 Disagree 23 31.4 7 9.6 7 10.3	2 2.6 Strongly Disagree 9 14.5 9 14.0 3 5.0	73 100.0 Item Response Total** 73 100.0 72 100.0 70 100.0	NA Do Not Know/ No Basis to Judge 1 2
commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds. *56. Managers communicate the goals and priorities of the	N % N % N % N	Percent Positive 29.8 55.2 67.2	51.6 Strongly Agree 7 9.3 11 13.7 16 22.2 9	26.5 Agree 15 20.5 30 41.5 32 44.9 34	14.2 Neither Agree nor Disagree 19 24.4 15 21.2 12 17.5 13	5.0 Disagree 23 31.4 7 9.6 7 10.3 14	2 2.6 Strongly Disagree 9 14.5 9 14.0 3 5.0	73 100.0 Item Response Total** 73 100.0 72 100.0 70 100.0 73	NA Do Not Know/ No Basis to Judge 1 2

Survey Administration Period: April 4, 2012 to May 16, 2012

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 76

Number of surveys administered: 122

^{*} AES prescribed items

 $^{^{\}star\star}$ Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for	N		7	27	15	15	8	72	2
example, about projects, goals, needed resources).	%	46.0	9.0	37.0	21.6	20.5	12.0	100.0	
59. Managers support collaboration across work units to accomplish	N		8	32	15	9	9	73	1
work objectives.	%	54.1	10.4	43.7	21.2	12.0	12.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager	N		23	18	16	4	6	67	7
directly above your immediate supervisor/team leader?	%	60.4	33.5	26.9	24.1	6.0	9.6	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders	N		14	20	16	14	9	73	1
I have a high level of respect for my organization's senior leaders.	%	47.3	18.6	28.7	18.9	20.2	13.5	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		8	24	13	12	2	59	15
oz. Ochior icaders demonstrate support for vvolveine programs.	%	51.7	12.0	39.7	22.9	21.9	3.5	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that	N		12	27	15	17	3	74	NA
affect your work?	%	52.3	15.2	37.1	19.2	24.0	4.5	100.0	
*64. How satisfied are you with the information you receive from	N		9	24	14	17	10	74	NA
management on what's going on in your organization?	%	43.0	10.9	32.0	18.9	23.9	14.3	100.0	
*65. How satisfied are you with the recognition you receive for doing a	N		16	24	11	16	6	73	NA
good job?	%	53.5	21.1	32.5	16.0	21.7	8.8	100.0	
*66. How satisfied are you with the policies and practices of your	N		6	17	26	15	10	74	NA
senior leaders?	%	29.6	7.7	21.9	33.8	21.7	14.8	100.0	
*67. How satisfied are you with your opportunity to get a better job in	N		8	10	29	13	13	73	NA
your organization?	%	23.1	10.2	12.9	38.4	18.4	20.0	100.0	
*68. How satisfied are you with the training you receive for your	N		10	20	26	14	4	74	NA
present job?	%	40.3	12.8	27.5	34.9	19.5	5.3	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

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Sample or Census: Census

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^{*} AES prescribed items

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		21	29	15	5	3	73	NA
03. Considering everything, now satisfied are you with your job:	%	68.3	28.6	39.7	20.7	6.6	4.4	100.0	
*70. Considering even thing, how estisfied are you with your new?	N		19	26	13	11	5	74	NA
*70. Considering everything, how satisfied are you with your pay?	%	59.0	23.0	36.0	18.6	14.4	8.0	100.0	
71. Considering everything, how satisfied are you with your	N		18	29	15	9	3	74	NA
organization?	%	62.1	23.7	38.4	20.9	13.1	3.9	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	•••	
Yes	67	90.5
No	3	4.0
Not sure	4	5.5
Total	74	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	12	17.0
I telework, but no more than 1 or 2 days per month.	13	16.7
I telework very infrequently, on an unscheduled or short-term basis.	28	38.6
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	5.1
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	1.7
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	3	4.1
I do not telework because I choose not to telework.	12	16.8
Total	73	100.0

Survey Administration Period: April 4, 2012 to May 16, 2012 Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Census

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)		N	%
Work deficules (AVVO)	Yes	38	51.2
	No	29	39.7
	Not available to me	7	9.1
	Total		100.0
5 B	.cu		100.
Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit			
smoking programs)		N	%
shoking programs)			
	Yes	8	10.9
	No	52	71.4
	Not available to me	12	17.7
	Total	72	100.
 76. Do you participate in the following Work/Life programs? Emplo Assistance Program (EAP) 			
		N	<u>%</u>
	Yes	2	2.6
	No	69	94.3
	Not available to me	2	3.1
	Total	73	100.
7. Do you participate in the following Work/Life programs? Child Care			
Programs (for example, daycare, parenting classes, parenting supp	ort		
groups)		N	%
	Yes	0	0.0
	No	45	63.7
	Not available to me	26	36.3
	Total	71	100.
8. Do you participate in the following Work/Life programs? Elder Care			
Programs (for example, support groups, speakers)		N	%
	Yes	0	0.0
	No	52	70.7
	Not available to me	21	29.3
	Total	73	100.0

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in	N		22	22	2	5	0	51	3
your agency? Telework	%	86.2	41.7	44.5	4.1	9.8	0.0	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		20	15	1	0	1	37	1
	%	94.9	52.9	42.0	3.3	0.0	1.7	100.0	
81. How satisfied are you with the following Work/Life programs in	N		2	2	4	0	0	8	2
your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	%	51.1	26.1	25.0	48.9	0.0	0.0	100.0	
82. How satisfied are you with the following Work/Life programs in	N		0	1	0	0	0	1	2
your agency? Employee Assistance Program (EAP)	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	
83. How satisfied are you with the following Work/Life programs in	N		0	0	1	0	0	1	2
your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	%	0.0	0.0	0.0	100.0	0.0	0.0	100.0	
84. How satisfied are you with the following Work/Life programs in	N		0	0	0	0	0	0	1
your agency? Elder Care Programs (for example, support groups, speakers)	%								

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Sample or Census: Census

Survey Administration Period: April 4, 2012 to May 16, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

 $^{^{\}star\star}$ Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

85. Where do you work?		N	%
	Headquarters	74	100.0
	Field	0	0.0
	Total	74	100.0
86. What is your supervisory status?		N	%
Headquarters Field Total What is your supervisory status? Non-Supervisor Team Leader Supervisor Manager Executive Total Are you: Male Female Total Are you Hispanic or Latino? Yes No Total	48	64.9	
		5	6.8
	Supervisor	13	17.6
	•	3	4.1
		5	6.8
	Total	74	100.0
87. Are you:		N	%
·	Male	20	28.2
	Female	51	71.8
	Total	71	100.0
*88. Are you Hispanic or Latino?		N	%
	Yes	2	2.9
	No	68	97.1
		70	100.0
89. Please select the racial category or categories with which you most			
closely identify.		N	%
	American Indian or Alaska Native	0	0.0
	Asian	3	4.5
	Black or African American	14	20.9
	Native Hawaiian or Other Pacific Islander	0	0.0
	White	49	73.1
	Two or more races	1	1.5
	Total	67	100.0

Survey Administration Period: April 4, 2012 to May 16, 2012

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90. What is your age group?		N	%
	25 and under	1	1.4
	26-29	2	2.9
	30-39	27	39.1
	40-49	14	20.3
	50-59	17	24.6
	60 or older	8	11.6
	Total	69	100.0
o1. What is your pay category/grade?		N	%
	Federal Wage System	0	0.0
	GS 1-6	0	0.0
	GS 7-12	38	52.1
	GS 13-15	30	41.1
	Senior Executive Service	5	6.8
	Senior Level (SL) or Scientific or Professional (ST)	0	0.0
	Other	0	0.0
	Total	73	100.0
22. How long have you been with the Federal Government (excluding			
military service)?		N	%
	Less than 1 year	1	1.4
	1 to 3 years	5	6.8
	4 to 5 years	6	8.1
	6 to 10 years	19	25.7
	11 to 14 years	8	10.8
	15 to 20 years	6	8.1
	More than 20 years	29	39.2

Survey Administration Period: April 4, 2012 to May 16, 2012

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Response Rate: 62.3%

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Department of Justice, Environmental Protection Agency)?		N	%
	Less than 1 year	4	5.4
	1 to 3 years	6	8.1
	4 to 5 years	11	14.9
	6 to 10 years	18	24.3
	11 to 20 years	12	16.2
	More than 20 years	23	31.1
	Total	74	100.0
if so, why?	No	N 48	65.8
94. Are you considering leaving your organization within the next year, and if so, why?	d		0.4
·	No		
	Yes, to retire	6	
		О	8.2
			8.2 13.7
	Yes, to take another job within the Federal Government	10	13.7
	Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government		
	Yes, to take another job within the Federal Government	10 6	13.7 8.2 4.1
95. I am planning to retire:	Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other	10 6 3	13.7 8.2 4.1
95. I am planning to retire:	Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other	10 6 3 73	13.7 8.2 4.1 100.0
95. I am planning to retire:	Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other Total	10 6 3 73	13.7 8.2 4.1 100.0
95. I am planning to retire:	Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other Total Within one year Between one and three years	10 6 3 73 N	13.7 8.2 4.1 100.0 %
95. I am planning to retire:	Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other Total Within one year	10 6 3 73 N	13.7 8.2 4.1 100.0 % 4.2 11.1

96. Self-Identify as:		N	%
	Heterosexual or Straight	50	76.9
	Gay, Lesbian, Bisexual, or Transgender	8	12.3
	I prefer not to say	7	10.8
	Total	65	100.0
97. Have you ever served on Active Duty in the US Armed Forces (Air			
Force, Army, Coast Guard, Marine Corps or Navy)?	V	N	%
	Yes	1	1.4
	No	70	98.6
	Total	71	100.0
98. Are you an individual with a disability?		N	%
	Yes	3	4.2
	No	69	95.8
	Total	72	100.0



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